

Exhibit B

- preceding twelve months:
100,000 Careers
- Analytics & Automatically Collected Data
 - Browsing Information
 - Commercial Information
 - Contact Information
 - Education & Skills
 - Employment Information
 - Financial Information
 - Geolocation Information
 - Government Identifiers
 - Habits & Personality Information
 - Personal Identification
 - Professional Experience & Affiliations
 - Profiles, Inferences, & Generated Data
 - Sensory & Electronic Information
 - Social Media Data
 - User Account Information

When do we collect this information? We collect this information when you take certain actions like interacting with our websites or apps, uploading a resume, or chatting with recruiters or our support team. We collect this information automatically when we acquire publicly available information or when you browse our websites and apps. We also get information when we interact with our customers and recruiters at events or through contests, purchase it, or receive services from our vendors.

How long do we keep this information? We will retain your personal information as long as it is necessary for the purposes set out in this Privacy Policy, as long as your Job Seeker Profile with us remains active, until you request that we delete it, as needed to provide our products and services to you, or until we no longer have a legal obligation to keep it. However, you may exercise your right to delete personal information at any time by following the rights request process. Please understand that residual copies of the personal information may be maintained for the purposes of maintaining secure data backups. We do not have the ability to delete copies of resumes, messages, or other personal information downloaded or copied onto the systems of employers and recruiters. The best way to ensure you control your information is to give CareerBuilder, recruiters, and employers only the personal information that you are completely comfortable sharing with us.

Even after the event you delete your Job Seeker Profile with us, we will retain your personal information when it is necessary to comply with our legal obligations (for example, retaining the information for tax purposes), resolve disputes (for example, if the data is related to a lawsuit), enforce our agreements, or as otherwise described in this Privacy Policy.

Learn more about the personal information we collect, when we collect it, and how long we retain it using the dropdown menu below.

More About the Data We Collect

SENSITIVE INFORMATION & SPECIAL CATEGORY DATA

It's be clear: we do not want your sensitive information and strive to limit it on our website and apps to the greatest extent possible. In some cases, this information is a valuable part of connecting job seekers to employers, like creating opportunities to connect and message each other through our platforms. But we do not want the types of data traditionally shared between applicants and employers, like your Social Security number. Limit the sensitive personal information we have access to by following these [tips](#).

Sensitive information sometimes enjoys special legal protection. You may have legal [rights](#) to limit how we use your sensitive personal information. Please [contact us](#) if you have any questions or concerns about how we collect, use, and share sensitive personal information.

CareerBuilder collects, uses, or has access, if provided, to the following types of sensitive information:

- Precise geolocation
- Email or message content

media sites you may be part of, forming a "Recruitment Edge Profile." We make this Recruitment Edge Profile available to independent and company-specific recruiters for recruitment leads in a database known as "Recruitment Edge." Although we may generate a Recruitment Edge Profile about you based on publicly available information even if you do not have a CareerBuilder account, we also will include the information that you provide to us via your CareerBuilder account. Use of these Profiles are used for recruitment lead generation. You can learn more about our Recruitment Edge product at our [Edge FAQ](#) Page. If you would prefer that we not compile and make this information available to recruiters, you can **opt-out** of this service [here](#).

SOURCES OF INFORMATION

CareerBuilder collects data from a variety of places—both online and offline. These are the categories of sources from which we collect personal information.

Job Seekers

Job Seekers provide us information voluntarily when they take actions like:

- Create an account with us
- Upload a resume
- Answer questionnaires and surveys from recruiters and employers

Job Seekers provide us information automatically when they take actions like:

- Browse our websites or use our apps
- Link social media accounts to their CareerBuilder profile

Note that we generate some information from job seekers automatically, even if they do not have a Job Seeker Profile with us. More information is available in the [Recruitment Edge Profile](#) section.

Click the dropdown below to learn more about what information we receive from job seekers and how we collect that information.

More Info About Job Seekers

OTHER PARTIES

We collect personal information from other participants in the job search and placement process and from those who help us provide you our services.

- These sources are
- Data retailers
 - Recruiters, employers, and customers
 - Our service providers and vendors

Click the dropdown below to learn more about who these other parties are, what information we receive from them, and how we collect that information.

More Info About Other Parties

COOKIES & TRACKERS

We use cookies and other embedded tracking technology like pixels and web beacons to automatically collect users' browsing information when they use our websites and apps.

You will find other parties' trackers on our websites and apps too. Other parties post jobs on our website and some recruiters send emails that have cookies or web beacons embedded in them. These are called third-party cookies. Some third-party cookies are used to track a particular user's activity across the Internet.

You can control browsing information collected through cookies and trackers. To learn about your options to control the collection of browsing information, [click here](#). You may have rights regarding the collection of browsing information. Learn more about your rights [here](#).

Third-Party Cookies

HOW WE USE THE INFORMATION WE COLLECT

We use personal information for a variety of business purposes. When you share personal information with us, we use it across our products—not just for the individual website, service, subscription, or CareerBuilder product you are using. For example, we use the information we obtain about you to:

Provide, Customize, and Improve the Services

- Administer your account on our websites, and apps and in conjunction with our products
- Provide products or services you request
- Make your resume and Job Seeker Profile available to recruiters through our products and services
- Supplement your profile with publicly available information
- Process, validate, and deliver your purchases
- Support our customers and respond to your questions
- Manage your participation in our events and other promotions, where you have signed up for such events and promotions.
- Operate, evaluate, and improve our the products and services we offer
- Analyze and enhance our marketing communications and strategies, like identifying when emails we have sent to you have been received and read
- Analyze trends and statistics regarding visitors' use of our websites, apps, and social media assets, like the top jobs viewed on both our websites and third-party websites
- Analyze trends and statistics about the job market and career mobility in local and national markets
- Provide job market [trends, analysis, and metrics](#) to our customers who buy certain CareerBuilder products and services

Market the Services

- Maintain a record of the jobs you view and apply to, both on our websites, apps and products and on third-party websites
- Optimize our website search engine results and permit search engine access to public Job Seeker Profile information
- Contact you to deliver career development opportunities, educational opportunities, or services that are targeted to your interests

Correspond with You

- Inform you of job postings that may be relevant to you based on your interests as expressed through your job search behavior and preferences
- Provide notices about the use of our websites and apps, like updates to this Privacy Policy
- Enable you to communicate with us through our blogs, social networks, and other interactive media
- Solicit your feedback and input

Meet Legal Requirements and Enforce Legal Terms

- Protect against fraud, unauthorized transactions, and other liabilities
- Secure our website and apps by identifying potential hackers and unauthorized users
- Enforce our [Terms and Conditions](#)
- Comply with applicable legal requirements, court orders, legal proceedings, document requests, industry standards, and our internal policies

RECRUITMENT EDGE PROFILES & JOB SEEKER PROFILES

We generate two different types of Profiles. We create a Job Seeker Profile for job seekers when a resume is uploaded to our websites and apps. The second type of Profile is a Recruitment Edge Profile. Recruitment Edge Profiles are used by our customers to generate hiring leads and find the perfect job candidate.

How we create Recruitment Edge Profiles. Many people invest significant time and energy to promote their professional reputation through public forums on the Internet. We gather information relevant to your career history and work experience from these widely dispersed public available sources, including social media sites, forming a Recruitment Edge Profile. We may generate a Recruitment Edge Profile about you



employment or other eligibility. We make this Recruitment Edge Profile available to recruiters for recruitment leads. You can learn more about our Recruitment Edge product at our [Edge FAQ Page](#).

If you would prefer that we not compile and make this information available to recruiters, you can opt out of this service [here](#).

ANALYTICS ON AGGREGATE DATA

How we create aggregate datasets. We compile aggregated information for labor market research and statistical purposes. The compilation process begins by de-identifying any personal information within the dataset. We do not recombine de-identified data with other datasets at any point nor do we attempt to re-identify individuals within the dataset. Therefore, the data used for Aggregate Data analytics is no longer related or linkable, either directly or indirectly, to a particular individual.

Aggregate Data" for our purposes is the demographic information (such as zip code, age, gender, race or ethnicity) and employment information (such as occupation, education and experience) of many individuals that is combined together.

Aggregate Data is used to analyze the characteristics of various populations. We collate Aggregate Data which is disclosed in prepared reports for our users (typically recruiters or educators). We may also use and disclose de-identified data to track trends in the labor market as well as use of our products and services. Some Aggregate Data analytics reports can be used to better understand individual CareerBuilder Profiles. For example, our Recruitment Edge product provides trends on the longevity of specific career positions to allow recruiters to identify CareerBuilder Profiles of individuals who may be more likely to be interested in making a career move.

We also use third-party analytics services to help better understand the use of our websites and apps, which is described in the [Cookies Section](#).

HOW WE DISCLOSE INFORMATION TO OTHERS

We disclose your personal information in the following circumstances:

When you consent. Out of respect for your privacy, CareerBuilder will not disclose your personal information to others without your consent, except as specified in this Privacy Policy.

When you publicly post the information. All users should be aware that when they choose to display or distribute personal information (such as their email address or other contact information on a public resume), that information can be collected and used by others. Any registered company, individual recruiter, or user who purchases access to the database can view your public resume and contact details (to the extent you include them in your resume) when you upload your resume with the standard, default search options enabled. This may result in unsolicited messages from third parties.

When you interact with a recruiter or employer. We provide a platform that allows recruiters, employers, our customers, and third parties to view job seekers' CareerBuilder resume and Job Seeker Profile. When job seekers interact with a recruiter or employer through the CareerBuilder websites, apps or products, their personal information may become part of that company's database. Remember, the use of your personal information by the recruiters or employers who you interact with (and others who obtain your information through them) will be subject to the privacy policy of that company, and we are not responsible for that company's use of your information.

When you connect your Job Seeker Profile to your social media account. Some of our features enable you to connect to a social media account or share information on social media platforms, like LinkedIn and Facebook. Any information you voluntarily share on social media may be visible to a global audience. Information shared to social media will be subject to the social media provider's privacy policies, not this Privacy Policy.

When you view an ad or sponsored post. In some cases, the information generated when you browse our websites or apps (and other third-party websites and apps, in some cases) is shared with advertising partners and analytics service providers.

With our affiliated companies. We share the information that we collect with other CareerBuilder companies, subsidiaries, and related affiliates.

For co-branded products and features. When you provide information on websites or apps that are "hosted" or "co-branded" by another

ily use or disclose the information as necessary to perform services on our behalf or as otherwise required by law. Although CareerBuilder 100% of the time, third parties meet our privacy and security requirements, CareerBuilder does not control the privacy or security policies of suc ird parties.

When we are legally required to do so. CareerBuilder may disclose without your prior consent any information about you or your use of our ebsites or apps, if we believe disclosure is necessary to:

- Protect and defend the rights, property, or safety of CareerBuilder, employees, other users of the websites or apps, or the public
- Enforce the Terms and Conditions that apply to use of the websites or apps
- As required by a legally valid request from a competent governmental authority
- Respond to claims that any content violates the rights of third parties
- Law enforcement agencies, if we are required to do so
- Satisfy any applicable law, regulation, legal process, or governmental request

or a merger, acquisition, change in ownership, or reorganization. Personal information we have collected may be disclosed to a third party the event of a merger, transfer of ownership or assets, or a bankruptcy or other corporate reorganization.

When we share or sell information to our customers and third parties. To learn more about what we mean by “selling” and “sharing” and how e share or sell your information, please click the dropdown menus below.

arties with whom DATA is SHARED

arties with whom DATA is SOLD

OUR PRIVACY RIGHTS AND OPTIONS

RIGHTS

certain laws like the General Data Protection Regulation in Europe and the California Privacy Rights Act grant you rights to control your ersonal information. Consistent with these laws, CareerBuilder gives you options to access, edit, or remove certain information, as well as oices about how we contact you. Although some of these rights apply generally, certain rights will only apply to limited individuals or rcumstances.

- Right to Know and Access Information.** Note that much of the information you are entitled to know or access is disclosed in this Privacy Policy. With this said, you have the right to know about our information practices. You also have the right to access the categories of data we collect, with whom we share or sell that information, and, in some cases, what specific personal information is associated with your account.
- Right to Deletion or Erasure.** You may request that we delete the personal information we have collected about you. Depending on the applicable law, in some cases we are required or permitted to retain your information, even if you validly requested we delete or erase it.
- Right to Correct Information.** You may request we correct or rectify inaccurate information we have collected about you.
- Right to Data Portability.** You may request a copy of your information, and we will provide it in an easily accessible format.
- Right to Limit Use of Information for Advertising.** You may opt-out of our use of your personal information for advertising purposes.
- Right to Limit Use of Information for Profiling.** You may opt-out of the disclosure of your Recruitment Edge Profile.
- Right to Limit Sales of Information.** You may opt-out of the sale of your personal information.
- Right to Limit Use and Disclosure of Sensitive Information.** You may opt-out of certain uses of your sensitive information. Submitting an opt-out request may limit our use of your sensitive personal information to certain purposes, like only using sensitive information to deliver our services to you.
- Right to Withdraw Consent.** You may withdraw your consent to our data privacy practices.
- Right to Non-Discrimination.** You have the right to not experience discrimination from us for exercising the rights listed in this section. What we mean by discrimination is denying you access to our services or limiting the quality of our services. Note, however, that in some cases, our services require certain information, otherwise we cannot provide them to you.

EXERCISING YOUR RIGHTS

Individuals located in the EU, EEA or Switzerland. Citizens of the European Union, the European Economic Area, and Switzerland should bmit all rights requests or inquiries by either:

What happens when you submit a rights request:
We acknowledge your request. We will first acknowledge receipt of your request.

We ensure that you are the person making the request. In general, when you make a request we will take steps to verify your identity. Verification steps may include sending you an email asking for verification of the request, asking you for personal information, such as your name, address, or other information we maintain about you. If we are unable to verify your identity with the degree of certainty required, we will not be able to respond to the request.

Your agent can submit requests for you. You may also designate an authorized agent to submit requests on your behalf. If you do so, you will be required to verify your identity by providing us with certain personal information as described above. Additionally, we will also require written proof the agent has permission to act on your behalf. We will deny your request if the agent is unable to submit proof to us that you have authorized them to act on your behalf.

How long will it take? We will either fulfill or reject your request as soon as we can, generally within 45 days from when we receive your request (or less, if required by law), although we may be allowed to take longer to process your request under certain circumstances. We will let you know if we expect your request is going to take us longer than normal to fulfill.

<u>To Exercise These Rights:</u>	<u>Follow These Steps:</u>
Right to Know and Access Information	<div>1. Call us toll-free at (833) 971-0574 and follow the prompts OR</div> <div>2. Submit your request via this web form and select the most applicable of the following request types:</div> <ul style="list-style-type: none">• Specific Pieces of My Personal Information Collected• Categories of Third Parties with whom Personal Information is Shared• What Information have you collected and shared about me?• Categories of My Personal Information Sold and Purposes for Selling• Categories of Third Parties to whom Personal Information is Sold• Categories of Sources of My Personal Information
Right to Deletion or Erasure	<div>1. Call us toll-free at (833) 971-0574 and follow the prompts OR</div> <div>2. Submit your request via this web form and select the most applicable of the following request types:</div> <ul style="list-style-type: none">• Delete My Personal Information <div>Please note that when you request to delete your personal information or withdraw your consent, we remove all account data</div>
Right to Correct Information	<div>1. Login to your account to directly correct desired account and profile information OR</div> <div>2. Call us toll-free at (833) 971-0574 and follow the prompts</div> <div>If you call, please include details describing the information you wish to have corrected.</div>
Right to Data Portability	<div>1. Call us toll-free at (833) 971-0574 and follow the prompts OR</div> <div>2. Submit your request via the web form by selecting this request type:</div> <ul style="list-style-type: none">• Specific Pieces of My Personal Information Collected
Right to Limit Use of Information for Advertising	<div>1. Call us toll-free at (833) 971-0574 and follow the prompts OR</div>

Further, we may retain copies of your account in data backups used for securing our services. These copies will eventually be written over or deleted as we conduct routine data backup processes, however, deleting accounts from data backups is not part of the account deletion process.

Finally, we will retain the Aggregate Data of users who request deletion of their account or Recruitment Edge Profiles for uses described in our Privacy Policy.

Please allow up to thirty days to process your account or Recruitment Edge Profile deletion request.

MESSAGE CENTER COMMUNICATIONS AND PREFERENCES

Your account has a CareerBuilder Message Center. If you have made your resume public so that recruiters can reach out to you, they can use the Message Center to send you messages—and you can use the Message Center to respond—through a private proxy message without disclosing your personal email address. However, if you have previously provided your contact information, or you provide your email or phone number on your resume, recruiters can continue to reach out to you directly.

The Message Center provides you options to **opt-out** of future communications from certain senders, which will prevent them from using the Message Center to reach out to you. The Message Center communication preferences will not, however, impact communications from recruiters or other third parties outside of CareerBuilder's Message Center.

SOME IMPORTANT TIPS TO USE WHEN DEALING WITH RECRUITERS

You should use your own careful judgment about whether and what information to provide to recruiters.

DO NOT PUT SENSITIVE INFORMATION ON YOUR RESUME, such as your Social Security Number.

If restricted or prohibited by the local laws in the jurisdiction where you reside, do not provide CareerBuilder, or otherwise include in your resumes or CareerBuilder profile other sensitive information that reveals racial or ethnic origin, political opinions, religious or philosophical beliefs, trade-union membership, health or sex life, genetic or biometric data, the commission of criminal offences or proceedings, unlawful conduct, and associated penalties.

CareerBuilder's websites and apps are open to the public, and we cannot guarantee that all users of our services have a legitimate need to the information they seek.

Do not provide your Social Security Number, national identification number, or any state, provincial, or other local identification number to any third party via your online application. Identity thieves may attempt to trick you into providing sensitive information. Do not provide any non-work related personal information (i.e., your Social Security Number or any other state or national identification number, eye color, marital status, etc.) over the phone or online.

Job seekers should never provide credit card or bank numbers or engage in a monetary transaction of any sort.

Be cautious when dealing with contacts outside of your own country.

For additional details regarding How To Spot Fraud Online, please click [here](#).

PRIVACY OPTIONS TO LIMIT COOKIES & TRACKERS

You have choices to limit collection of browsing information through cookies and trackers. You can limit the automatic collection of information by any participating third-party advertisers, including the collection of personally identifiable information about an individual's online activities over time and across third-party websites or online services, by opting-out of such collection. To **opt-out** of the automatic collection of browsing data, click the Ad Choices icon located within the ad, access the **"about ads" opt-out site**, or visit the **NAI opt-out site**.

Please note that this opt-out is cookie-based. If you buy a new computer, change web browsers or delete this cookie, you will need to perform the **opt-out** task again. To obtain instructions regarding deleting or disabling cookies from third party advertising companies that are not members of the About Ads or NAI self-regulatory behavioral ad **opt-out** groups, please [click here](#).

LINKS TO OTHER WEBSITES

Our websites and apps may contain links to other sites for your convenience and information. These sites may be operated by companies not owned by CareerBuilder. These other sites or linked third-party sites may have their own privacy notices, which you should review if you visit those sites. We are not responsible for the content of any sites not owned by CareerBuilder, any use of those sites, or those sites' privacy practices.

INTERNATIONAL DATA TRANSFERS



CareerBuilder®

Jobs

Upload/Build Resume

Recommended Jobs

Post a Job

Sign In

Sign Up

a country which may not have the same level of privacy protection as your country of residence. Should you withdraw this consent, you would delete your account and you agree that you will not use or visit the Sites subsequent to your withdrawal of such consent.

CareerBuilder complies with the EU-U.S. Data Privacy Framework (EU-U.S. DPF), and the Swiss-U.S. Data Privacy Framework (Swiss-U.S. DPF) as set forth by the U.S. Department of Commerce. CareerBuilder has certified to the U.S. Department of Commerce that it adheres to the EU-U.S. Data Privacy Framework Principles (EU-U.S. DPF Principles) with regard to the processing of personal data received from the European Union in reliance on the EU-U.S. DPF. CareerBuilder has certified to the U.S. Department of Commerce that it adheres to the Swiss-U.S. Data Privacy Framework Principles (Swiss-U.S. DPF Principles) with regard to the processing of personal data received from Switzerland in reliance on the Swiss-U.S. DPF. If there is any conflict between the terms in this privacy policy and the EU-U.S. DPF Principles and/or the Swiss-U.S. DPF Principles, the Principles shall govern. To learn more about the Data Privacy Framework (DPF) program, and to view our certification, please visit <https://www.dataprivacyframework.gov/>.

CareerBuilder's participation in the DPF does not apply at this time to CareerBuilder's human resources data or to any other personal data not described in this Privacy Policy. Moreover, CareerBuilder may establish alternative grounds for transferring personal information, depending on the particular data flows, such as the execution of Standard Contractual Clauses.

The Federal Trade Commission has jurisdiction over CareerBuilder's compliance with the EU-U.S. Data Privacy Framework (EU-U.S. DPF) and the Swiss-U.S. Data Privacy Framework (Swiss-U.S. DPF). In certain situations, CareerBuilder may be required to disclose personal information in response to lawful requests by public authorities, including to meet national security or law enforcement requirements.

CareerBuilder's accountability for personal information that it receives under the DPF and subsequently transfers to a third party is described in the DPF Principles. CareerBuilder remains responsible and liable under the DPF Principles if CareerBuilder's third-party agents process personal information on CareerBuilder's behalf in a manner inconsistent with the Principles, unless CareerBuilder demonstrates that it is not responsible for the event giving rise to the damage.

In compliance with the EU-U.S. and Swiss-U.S. DPF Principles, CareerBuilder commits to resolve complaints about your privacy and our collection or use of your personal information. European Union or Swiss citizens with inquiries or complaints regarding this Privacy Policy should first contact CareerBuilder at EUComplaints@careerbuilder.com.

CareerBuilder has further committed to refer unresolved privacy complaints under the DPF Principles to an independent dispute resolution mechanism, the BBB EU PRIVACY SHIELD, operated by the Council of Better Business Bureaus. If you do not receive timely acknowledgment of your complaint, or if your complaint is not satisfactorily addressed by CareerBuilder, please visit <http://www.bbb.org/EU-privacy-shield/for-consumers> for more information and to file a complaint.

Under certain conditions, more fully described on the Data Privacy Framework website, you may be entitled to invoke binding arbitration when your dispute resolution procedures have been exhausted.

CareerBuilder acknowledges the rights of EU and Swiss individuals related to their personal information. Individuals wishing to exercise those rights should refer to the [rights section](#).

SECURITY

CareerBuilder maintains measures, including policies, procedures, and technical safeguards to protect the data we collect against destruction, loss, alteration, access, disclosure or use.

Although we maintain a SOC-2, Type 2 Attestation, please note that no electronic transmission, storage, or processing of information can be entirely secure. We cannot guarantee that the security measures we have in place to safeguard personal information will always be sufficient or effective. Therefore, although we are committed to protecting your privacy, we do not promise, and you should not expect, that your personal information will always remain private or secure.

You understand and acknowledge that you assume all responsibility and risk for your use of our websites and apps, the internet generally, and the documents you post or access, and for your conduct on and off our websites. To further protect yourself, you should safeguard your CareerBuilder account user name and password by refraining from sharing that information with anyone. You should also sign off your

